



# TAMIL NADU GOVERNMENT GAZETTE

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## Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,  
issued by Secretariat Departments.

### NOTIFICATIONS BY GOVERNMENT

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## NOTIFICATIONS BY GOVERNMENT

## LABOUR AND EMPLOYMENT DEPARTMENT

## Amendment to the Tamil Nadu Maternity Benefits Rules.

[G.O. Ms. No. 208, Labour and Employment (H2), 28th December 2020,  
மார்ச்சு 13, சார்வரி, திருவள்ளூர் ஆண்டு-2051.]

No.SRO A-1/2021.— In exercise of powers conferred by Section 28 of the Maternity Benefit Act, 1961 (Central Act of 53 of 1961), the Governor of Tamil Nadu, hereby makes the following amendment to the Tamil Nadu Maternity Benefit Rules, 1967, the draft of the same having been previously published, as required under sub-section (1) of Section 28 of the said Act.

## AMENDMENT

In the said Rules, after rule 6, the following rule shall be inserted, namely:-

**“6-A. Creche. - (1)** Every establishment having fifty or more employees shall have the facility of Creche which shall be provided and maintained by the employer for the use of children of woman employees. There shall be one Creche for every thirty children who are below the age of six years.

**(2) Location. -** The Creche shall be conveniently accessible by the mothers of the children accommodated in the Creche, within a distance of five hundred metres from the main entrance of establishment and away from excessively noisy process, dust, fumes or odours.

**(3) Buildings. -** The accommodation shall be not less than 1.5 square metres of the floor area for each child to be accommodated in a Creche and the height of roof shall not be less than 3.7 metres from the floor, with heat resistant material and water proof and the building shall be,

- (a) provided with fire safety equipment;
- (b) adequately lighted and ventilated;
- (c) provided artificial lightning with emergency power backup;
- (d) maintained in a clean and sanitary condition; and
- (e) of sound construction with a good plinth.

**(4) Staff. -** The Creche shall be posted with;

- (a) one woman teacher cum warden who is qualified and trained in childcare;
- (b) one woman 'Creche Attender' who is qualified or trained in midwifery; and
- (c) one woman 'ayah' for every 10 or 15 children.

**(5) Facilities. - (a)** The Creche shall be furnished with suitable furniture and cradles, toys, mats, beds, pillows, cotton sheet, utensils to feed, rubber sheet and mosquito nets.

- (b) A suitable fenced and shady open air playground shall be provided for the older children with suitable playing materials such as sliders, see-saws, swings and toys.
- (c) Kitchen with cooking and feeding utensils and stove shall be provided or in its absence, employer should make available hygienic food or beverage.
- (d) The Creche shall be kept open 24/7 for employees working in shifts with not more than eight hours a day per shift.
- (e) There shall be provided safe and purified drinking water facility with adequate arrangements for storage of clean water.
- (f) Clean pure fresh milk if possible otherwise, powdered milk approved by the certifying surgeon, at least 0.3 litres of milk per child shall be made available and the children in the age of two years, shall be provided with wholesome refreshment.
- (g) The Creche staff shall be provided with suitable clean clothes or uniform for use while on duty.

**(6) Wash room. - (a)** There shall be in or adjoining the Creche, a suitable separate washroom for children.

(b) There shall be separate latrine for every 20 children and separate latrine for staff/mothers adjoining the bathroom and Creche latrine shall always be kept clean with adequate supply of water and cleaning materials.

- (c) The management shall supply clean towels, oil and soaps.

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**(7) Medical Arrangements.** - (a) There shall be provided a first-aid kit.

(b) Medical check-up of children before admission and monthly medical examination of the children at the Creche need to be done by a qualified medical practitioner.

**(8) Maintenance of Records.** - The management shall maintain a register providing details of children attending the Creche along with a register for complaints.

**(9) Monitoring by Employer.** - The Creche should be regularly supervised at definite intervals by the employer or by the representatives of the employer.”.

Md. NASIMUDDIN,  
*Additional Chief Secretary to Government.*